

Lower Pioneer Valley Educational Collaborative and Ribas Associates and Publications Presents Implementing the New Teacher Evaluation Regulations



Ribas Associates and Publications, Inc.

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**Ribas Associates and
Publications, Inc.**
9 Shermans Way
Westwood, MA 02090

Audience: It is recommended that each district attend this program with a team that includes at least the superintendent and one other administrator and the teacher's association president and at least one other teachers' association leader.

Date: December 16, 2011

Time: 8:30 to 3:00

Location: Lower Pioneer Valley Educational Collaborative,
West Springfield, MA

Cost: \$600 for each team up to 4 people. \$150 for each person over 4. Price includes continental breakfast, lunch and textbook
Teacher Evaluation That Works!

Ribas Associates and Publications is a Massachusetts based company that has worked with school districts for nine years in the area of teacher supervision and evaluation. Its clients include Concord, Lexington, Dracut, Burlington, Holyoke, Chicopee, Granby, Holbrook, Quabbin Regional, and North Middlesex Regional to name a few from the various regions of Massachusetts.

The consultants for this program Carol Gregory and Bill Ribas, have worked on the development and implementation of teacher evaluation systems in Massachusetts from both the labor and management perspective for over 30 years. They have been teachers, assistant principals, principals and assistant superintendents for Human Resources. **Equally important is that both served for many years as teachers association officers** (see their biographies at the end of this program description).

Registration Information: Please complete the registration form on the last page. Include the information for all the district team members and note the payment method. Full payment or purchase order for full payment is required at time of registration.

At this program the teams will learn to:

1. Create a document development schedule, checklist, and implementation plan that will insure your district is ready to implement your document by the DESE deadline date for your district,
2. Create and implement a labor-management committee that will use the DESE model system to **both develop and bargain** (under the M.G.L. requirements for bargaining teacher evaluation documents) a system for your district,
3. Obtain stake holder input from teachers and administrators at the outset of the development process,
4. Run teachers association information sessions for unit A members during and at the conclusion of the development process,
5. Run information sessions for administrators during and at the conclusion of the development process,
6. Prepare for ratification meetings by the teachers association and the school committee,
7. Set up training programs for administrators that prepare them to implement the new system at the building level including
 - how to correctly use multiple measures of teacher performance (e.g. student assessment data, walkthroughs, student work, parent and student feedback),
 - how to develop and correctly implement directed growth plans and improvement plans
 - insuring inter-rater reliability across the district in the use of the four level teacher rating system (exemplary, proficient, needs improvement, unsatisfactory)
8. Set up training programs for teachers that will enable them to full understand their responsibilities in the system and understand how the administrators will conduct their evaluations under the new system.
9. Set up district level structures superintendents can use to assess the effective implementation of the new teacher evaluation system using a process that is parallel to that which the DESE will use when they complete their program review of the teacher evaluation program in your district

All participants will receive a copy of the 2011 book *Teacher Evaluation That Works*. This book is the most current book on the market on effective teacher evaluation and includes many of the components noted above.

Presenters' biographies:

Carol A. Gregory, M.S.

Carol has 35 years of experience in teaching and administration. After beginning her teaching career in a private, residential treatment center for students with special needs in Pennsylvania, Carol has served as a teacher and an administrator in the Brookline, Westwood, and Northampton Massachusetts Public Schools. During her time as a teacher she served as president of the teachers' association, grievance chairperson and a member of the negotiating team for both teachers and administrators. After completing five years as the vice principal in a K-8 school, she served as a middle school principal and director of human resources. Carol's most recently served as Assistant Superintendent for Human Resources and Facilities in the Wellesley, Massachusetts, Public Schools.

In addition to completing the University of Massachusetts' Dispute Resolution Program, she has experience with contract negotiations and conflict resolution. During her career she has represented both labor and management at the bargaining table.

William B. Ribas, Ph.D.

Bill has more than 30 years of experience in grades pre-K to 12 education. During those years he focused on teacher supervision and evaluation through nine years as a teachers' association negotiator and officer, 16 years as a school administrator, and nine subsequent years as a consultant to school districts on the topic of teacher evaluation.

During his years in public schools, Bill taught elementary, middle, and high school. He served as a teachers' association officer in the roles of grievance chair, negotiations chair and vice president. Bill's administrative positions have included curriculum coordinator, vice principal, principal and director of pupil personnel services. His last seven years in public schools he served as the assistant superintendent for Human Resources for the Brookline, MA, Public Schools, with responsibility for the supervision and evaluation of teachers and administrators in grades pre-K to 12. Throughout his career, Dr. Ribas personally evaluated, supervised the evaluation of, or consulted to school districts on the evaluation of over 10,000 teachers, administrators, nurses, counselors, school librarians and other professional support staff and paraprofessionals.

Since 2002 Bill has been president of Ribas Associates and Publications, Inc., Bill and his team of eight consultants work with school districts and teachers' associations in the U.S. and Canada to help them construct and improve their teacher supervision, evaluation, and professional development programs.

Bill's book, *Teacher Supervision and Evaluation That Works!!* (2011), is used in college and university administrator training programs and school districts in the U.S., Canada, and Europe. He is also co-author of the widely read book on effective standards based teaching titled *Instructional Practices That Maximize Student Achievement: For Teachers, By Teachers* (2010). This book is also used the Massachusetts DESE Focused Academy Professional Development program and by a variety of colleges and universities in their graduate programs on effective teaching.

Cost: \$600 per team of four administrators and union leaders

(DISTRICTS MAY BRING ADDITIONAL PARTICIPANTS AT A COST OF \$150 PER PARTICIPANT)

Use this form to register your team members. For more than 7 participants, use a second copy of the form.

District Name:

District Address:

District Telephone:

(please select your location) ☐ Eastern MA (TBD) ☐ Western MA (Lower Pioneer Valley Educational Collaborative)

Participant Name:

Title:

Telephone:

Email:

Participant Name:

Title:

Telephone:

Email:

Participant Name:

Title:

Telephone:

Email:

Participant Name:

Title:

Telephone:

Email:

Participant Name:

Title:

Telephone:

Email:

Participant Name:

Title:

Telephone:

Email:

Participant Name:

Title:

Telephone:

Email:

Method of Payment:

1. **Credit Card** (check one): MasterCard Visa American Express

Name of Cardholder:

Card Number:

Exp Date:

2. **Purchase Order Number:**

3. **Check payable to Ribas Associates and Publications**

Total Cost:

\$600 plus \$150 for each person over 4 = _____ **TOTAL COST**

Since enrollment is limited, districts will be billed the full amount upon receipt of the registration form.